

Substitute for form 1449/PTO

## INFORMATION DISCLOSURE STATEMENT BY APPLICANT

(Use as many sheets as necessary)

Sheet	1	of	1
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**Complete if Known**

Application Number	10/751,269-Conf. #9691
Filing Date	December 30, 2003
First Named Inventor	Forrest Rhoads
Art Unit	2165
Examiner Name	F. M. Syed
Attorney Docket Number	85192 (307534)

## U.S. PATENT DOCUMENTS

[illegible]

**FOREIGN PATENT DOCUMENTS**

[illegible]

### NON PATENT LITERATURE DOCUMENTS

Examiner Initials	Cite No.	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published.	T <sup>2</sup>
/F.S./	CA	Takashi Nemoto, "E-Personnel Development," first edition, Chuokeizai-Sha, Inc., Tokio Yamamoto, May 20, 2002, pp. 97; together with a copy of a certified English translation prepared by Kevin Kelley. (Cited against JP 2005-508649.) (9 pages)	×

Examiner Signature	/Farhan Syed/	Date Considered	06/15/2010
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**\*EXAMINER:** Initial if reference considers whether or not citation is in conformance with MPEP 609. Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant. <sup>1</sup> Applicant's unique citation designation number (optional). <sup>2</sup> See Kinds Codes of USPTO Patent Documents at [www.uspto.gov](http://www.uspto.gov) or MPEP 901.04. <sup>3</sup> Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup> For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. <sup>5</sup> Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST.16 if possible. <sup>6</sup> Applicant is to place a check mark here if English language Translation is attached.